

REQUEST THAT CITY INCLUDE A "PRE-IMPOSITION" #3 COLLINS

**Estimated Increase to Net Pay for SEIU Local 1021 Maintenance Employees
As a Result of City's 5.8.15 Proposals**

IMPOSED **Utility Worker**

3,2,3 - 10% FY16, 15% FY17 Employee Medical Share, No Employer PERS Cost Share

	Current	FY16	FY17	FY18
Annual Salary ¹	\$ 68,369.60	\$ 70,420.69	\$ 71,829.10	\$ 73,983.97
EE Contribution Medical ²	\$ (3,343.63)	\$ (2,229.08)	\$ (4,045.79)	\$ (4,450.37)
EE Contribution Dental ³	\$ (401.98)	\$ (410.02)	\$ (418.22)	\$ (426.58)
EE Contribution Vision ⁴	\$ (148.14)	\$ (152.58)	\$ (152.58)	\$ (152.58)
EE Contribution OPEB	\$ (871.00)	\$ -	\$ -	\$ -
EE Contribution ER PERS ⁵	\$ -	\$ -	\$ -	\$ -
Net Annual Pay	\$ 63,604.86	\$ 67,629.00	\$ 67,212.51	\$ 68,954.44
One-time Cash Payment ⁶	\$ -	\$ 1,735.00	\$ -	\$ -
One-Time Medical Reimbursement ⁷	\$ -	\$ -	\$ 557.00	\$ -

Annual Difference from Current	\$ -	\$ 4,024.15	\$ 3,607.66	\$ 5,349.59
Monthly Difference from Current	\$ -	\$ 335.35	\$ 300.64	\$ 445.80
Bi-Weekly Difference from Current	\$ -	\$ 154.77	\$ 138.76	\$ 205.75

3,3,2 - No Employee Medical Share, 6% Employer PERS Cost Share

	Current	FY16	FY17	FY18
Annual Salary ¹	\$ 68,369.60	\$ 70,420.69	\$ 72,533.31	\$ 73,983.97
EE Contribution Medical ²	\$ (3,343.63)	\$ -	\$ -	\$ -
EE Contribution Dental ³	\$ (401.98)	\$ (410.02)	\$ (418.22)	\$ (426.58)
EE Contribution Vision ⁴	\$ (148.14)	\$ (152.58)	\$ (152.58)	\$ (152.58)
EE Contribution OPEB	\$ (871.00)	\$ -	\$ -	\$ -
EE Contribution ER PERS ⁵	\$ -	\$ (1,408.41)	\$ (2,901.33)	\$ (4,439.04)
Net Annual Pay	\$ 63,604.86	\$ 68,449.67	\$ 69,061.18	\$ 68,965.77
One-time Cash Payment ⁶	\$ -	\$ 1,735.00	\$ -	\$ -

Annual Difference from Current	\$ -	\$ 4,844.82	\$ 5,456.32	\$ 5,360.91
Monthly Difference from Current	\$ -	\$ 403.73	\$ 454.69	\$ 446.74
Bi-Weekly Difference from Current	\$ -	\$ 186.34	\$ 209.86	\$ 206.19

¹ Assumes 5th Step - \$32.87/hour pay rate; 3% increase 7/1/2015; 2% increase 7/1/2016; 3% increase 7/1/2017.

² Enrolled in Kaiser Family based on actual 2015 rates and projected rates.

³ Enrolled in Delta Dental Family based on actual 2015 rates and projected rates.

⁴ Enrolled in VSP Vision Family based on actual 2015 and projected rates.

⁵ EE to pay 0% ER PERS

⁶ One-time cash payment equal to 2.5% upon signing. Roughly \$1,735 per full time employee.

⁷ One-time medical reimbursement payable effective December 2016. EE would receive 2.5% of their employee contributions during the 2016 calendar year. Based on Kaiser Family rate 2015 premiums.

Additional Pays (Not Included in Compensation Model)

Increase in Alternative Benefit (per year increase)	Single - \$720	2 Party - \$1080	Family - \$1800
Increase in Night Shift Differential (maximum per year. Does not include additional cost for OT)	Swing - \$312, Night - \$416		
D3 Pay (eligible prior to 2/1/14)	5% Salary Differential (~\$3,400 per year for a 5th step Utility Worker)		
Homeless Encampment	5% Hourly Differential (~\$170 per year for a 5th step Utility Worker assuming 4 hours per week)		
Employee Wellness Reimbursement	\$50 per month reimbursement		

SOURCE: COH HAYWARD WORKS WEB PAGE
SUBMITTED BY CHERYL PENICK